

COMMANDING OFFICER, MARINE AIRCRAFT GROUP 31 EQUAL OPPORTUNITY POLICY

We are a family. Discrimination of any type undermines our morale and reduces our combat readiness. Our objectives, the Marine Corps objectives, are threefold:

- Build and maintain a cohesive combat ready corps of Marines who are focused and determined to accomplish their mission
- Promote teamwork and cohesion through the elimination of prejudice and harassment
- Ensuring equal opportunity exists for all Marines through:
 - Ensuring every Marine is prized and appreciated for their individual worth, and that each Marine is afforded the full opportunity for professional achievement
 - Each member of this MAG works and lives in an environment that is fair and genuine. This is crucial to building our warfighting team

There are two methods to address inappropriate behavior, informal and formal. Wherever possible, conflicts arising from offensive, unwelcome, or discriminatory behavior should be resolved at the lowest possible level (at the source). The Information Resolution System (IRS) is designed to address behaviors that COULD be discriminatory in nature or behaviors that are inappropriate but do not YET constitute a violation under the UCMJ. Let's put this informal means of resolution to work for us! MCO P5354.1D, Section 5002, pg 5-3 discusses the IRS.

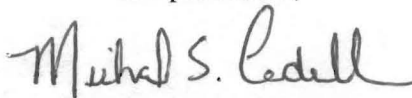
If the complainant does not desire to use the IRS, or if the situation is potentially above an informal resolution, there are five ways to lodge a formal complaint without fear of reprisal:

- Request Mast. This is the preferred method to file a formal complaint.
- Article 138 UCMJ complaint
- Article 1150 UCMJ Redress of Wrong(s) Committed by a Superior
- Communications with the Inspector General
- Individual communication with Congress

Your Equal Opportunity Officer is available to you 24 hours a day, 7 days a week, 365 days a year through the squadron or MAG Duty Officer. If you have any questions as to where to turn – **turn to US**.

You will continue to hear from me that people are our most precious asset. Collectively, we need to ensure our Marines are presented all the opportunities that our predecessors fought...and died for. Each and every member of this command is appreciated and will be afforded the opportunity to work in an environment that is fair and genuine.

Semper Fidelis,



MICHAEL S. CEDERHOLM
Colonel, United States Marine Corps

